

April Spivack, Ph.D.
Assistant Professor of Management

Academic Degrees Earned

- Ph.D., University of North Carolina Charlotte, Charlotte, NC, Organizational Science, 2012
- M.A., University of North Carolina at Charlotte, Charlotte, NC, Industrial and Organizational Psychology, 2009
- M.B.A., Syracuse University, Syracuse, NY, Marketing Management, 2004
- B.S., University of Florida, Gainesville, FL, Zoology (Business Administration minor), 1999

Academic Experience

- Assistant Professor of Management, Coastal Carolina University, Conway, SC, 2016 – Present.
- Assistant Professor of Management, University of Wisconsin Oshkosh, 2012-2016.
- Instructor & Graduate Student Assistant, University of North Carolina at Charlotte, Charlotte, NC, 2008-2011.
- Instructor & Graduate Student Assistant, **Syracuse University**, Syracuse, NY, 2005-2007.

Non-Academic Experience

- Organizational Learning & Development Consultant, TIAA-CREF, Charlotte, NC, 2009-2012.
- Research Analyst, Knowledge Systems & Research Syracuse, NY, 2005-2006.
- Strategic Business Planning/Marketing Co-op, Sensis Corporation Syracuse, NY, 2004.
- Office Manager, Gene Network Sciences Ithaca, NY, 2001-2003.

- Marine Biologist, NMC, Contractor for the National Marine Fisheries Service (NMFS) Dutch Harbor, AK, 2001.

Teaching Interests

- Entrepreneurship, Creativity, Management

Research Interests

- The “experience” of entrepreneurship, flexible work arrangements, creativity, and employee wellbeing

Selected Publications

- **Spivack, A.** (2020). Recasting the door: An applied design thinking skill building exercise. *Management Teaching Review*, 5(3), 218-230, doi: 10.1177/2379298119825632.
- **Spivack, A. J., & Woodside, A. G.** (2019). Applying complexity theory for modeling human resource outcomes: Antecedent configurations indicating perceived location autonomy and work environment choice. *Journal of Business Research*, 102, 109-119, doi: <https://doi.org/10.1016/j.jbusres.2019.05.006>.
- **Spivack, A. J., & Desai, A.** (2019). Psychological Underpinnings of the Work-Site Selection Process of Knowledge Workers. *Organization Management Journal*, 16(3), 123-139, doi: <https://doi.org/10.1080/15416518.2019.1609344>.
- **Spivack, A. J. & McKelvie, A.** (2018). Entrepreneurship Addiction: Shedding Light on the Manifestation of the 'Dark Side' in Work Behavior Patterns. *Academy of Management Perspectives*, 32(3), 358-378.
- **Spivack, A. J. & Milosevic, I.** (2018). Perceived location autonomy and work environment choice: The mediating influence of intrinsic motivation. *The Journal of Applied Behavioral Science*, 54(3): 325-348.
- **Spivack, A.J., & Desai, A.** (2016) Women entrepreneurs' work-family management strategy: A structuration theory study. *International Journal of Entrepreneurship and Small Business*, 27(2/3): 169-192.
- **Spivack, A. J., McKelvie, A., & Haynie, J.M.** (2014). Habitual entrepreneurs: Possible cases of entrepreneurship addiction? *Journal of Business Venturing*, 29(5): 651-667.

- Rubin, B. A., & **Spivack, A. J.** (2012). Thinking outside the office: The impact of virtual work on creative workers' attitudes, In Shawn D. Long (Ed.) *Virtual Work and Human Interaction Research: Qualitative and Quantitative Approaches*. IGI Global: Hershey, PA.
- Agypt, B., Rubin, B.A., & **Spivack, A. J.** (2012). Thinking outside the clocks: The effect of layered-task time on the creative climate of meetings. *Journal of Creative Behavior*, 46(2): 77-98.
- Morris, M. H., Kuratko, D. F., Schindehutte, M., & **Spivack, A.J.** (2012). Framing the Entrepreneurial Experience. *Entrepreneurship Theory and Practice*, 36(1): 11-40.
- Adelman, M. & **Spivack, A.J.** (2009) Book Review: Engaged Scholarship: A Guide for Organizational and Social Research. *Organizational Research Methods*, 12(4): 805-807.
- Morris, M.H., **Spivack, A. J.**, Allen, J. (2009). Capturing the Economic Model of the Entrepreneur: Different Paths to Venture Profitability. *Journal of Small Business and Entrepreneurship*, 22(3): 285-310.

Selected Service Engagements

- Various Consulting Experiences. Clients included TIAA-CREF, BBH Design, University of North Carolina at Charlotte, Shelter Diagnostic Systems, Mecklenburg Ministries, Humane Society of Charlotte, National Transportation Operations Coalition (NTOC), and others.
- Editorial Board Member, Journal of Business and Psychology.
- Ad hoc reviewer for Journal of Business Venturing
- Ex-Officio member of the Board of Directors for the Environmental Design & Research Association (EDRA)

Professional Memberships (Past and Present)

- Academy of Management
- Southern Management Association
- Environmental Design & Research Association
- Society of Industrial and Organizational Psychology
- American Psychological Association